The Campus Bulletin

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AFFIRMATIVE ACTION: EVERYBODY'S BUSINESS

(An interview with Dave Johnson, Coordinator, Affirmative Action Program, Personnel Department)

By Donna Chaban

DAVE: Back in 1968, about the time the Black Caucus was organized, and according to the EEO I reports, we had 67 managers in all: one black male, two oriental females, other minorities, none, male or female. In 1970, according to the EEO I, we had 173 managers and the count grew to 13 black males, three oriental females, other minorities, none.

These statistics show that some progress has been made—but not enough.

DC: What helped make those changes?

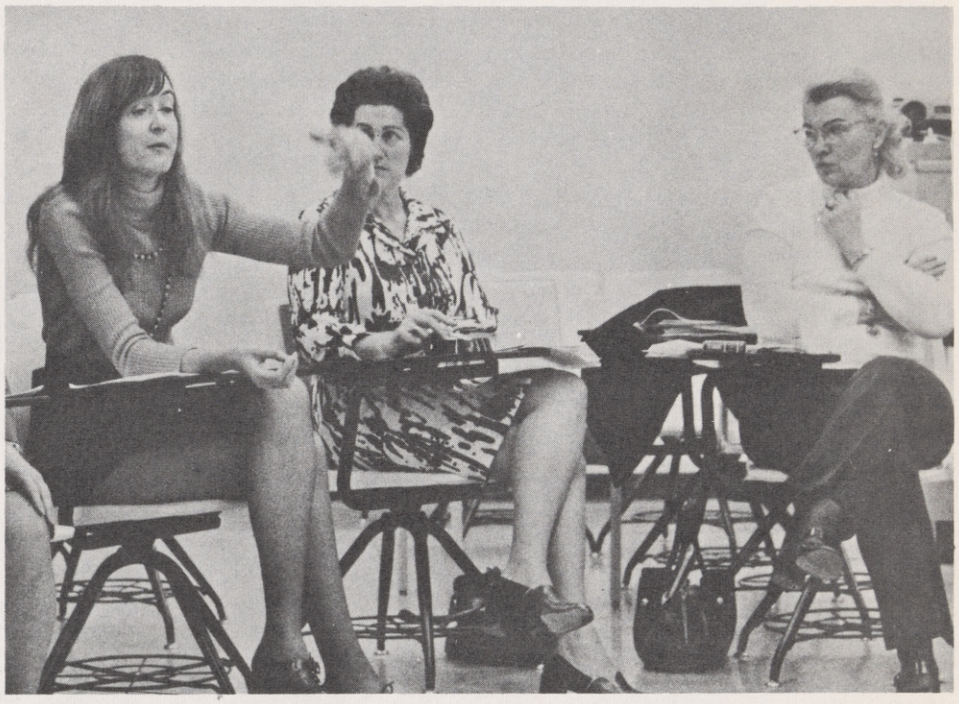
DAVE: I hate to think what those figures would be today if there hadn't been a catalyst group on campus. The Black Caucus had a major role in causing the administration to respond.

DC: What about training programs?

DAVE: Our interest is primarily in Affirmative Action for staff employees. In 1968 we were just getting beyond the token minority in most jobs. In 1968 there were no on-the-job trainees or apprentices in the skilled crafts.

Later six or seven apprentices were hired in Grounds & Buildings, in crafts such as painting, carpentry, maintenance machines and so on. But in the skilled trades there are *still* very few minority journeymen. This will have to change.

Around the end of '68, the Social Development Cooperative, a Federally-funded training program, began, involving about 70 to 80 slots, entry level and promotions. Jobs were in the areas of clerical, lab and admitting. As I mentioned, the campus had Federal funds for this program but when the money dried up, the program was de-emphasized. Afterward we started basic education programs to help fill the education gap which helped trainees succeed in the programs.



At Affirmative Action Forum Series, Jennifer Presley gets a point across as others listen.

Since then, approximately 150 employees have entered classes including one called "English as a Second Language."

DC: Wasn't one of the early training programs in the Animal Care Facility?

DAVE: That was an NIH program funded to study methods to develop a curriculum for training the disadvantaged. They also have a course in training animal technicians. CORT has developed the curriculum. It's an excellent program.

The areas which have had the most success in upgrading and promoting include the Grounds & Buildings apprenticeship gram, the journeyman program, middle-ground jobs as well as some programs in hospitals and clinics.

In the service jobs, janitors have been re-classified as custodians, custodians have gotten uniforms and pay increases. Laundry workers have their uniforms; a black manager was recruited to manage the laundry through campus promotion, and a black superintendent was recruited in Grounds & Buildings to head the Building Services Division.

Today, Personnel has its Affirmative Action Division with the specific responsibility to monitor and assist departments in implementing an effective affirmative action program.

DC: What are some of the goals of that program?

DAVE: The whole introduction of

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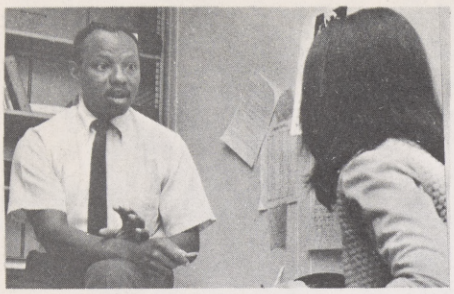

Coordinator Dave Johnson makes a point.

women into the work picture has helped us pinpoint what our goals should be . . . basically to reflect on *all* levels of the work force: women, minorities, men and non-minorities. Now, HEW is coming up with some new reporting systems which should begin to change the imbalance of minorities and women in jobs, and promotion and career development of female employees who find themselves locked into jobs as super - office - people with managerial skills that aren't being utilized or recognized.

These are some of the things that the women's movement has forced us to re-examine: equal pay for equal work, the need for child-care centers, a change in our leave policies: "parent leave" instead of "maternity leave."

DC: What are some of the communication problems in getting the word out?

DAVE: I think we've had a severe communication problem in getting the word out to employees—but to managers and supervisors in particular—that, for instance, Rule 19 [which permits an employee to attend a University class, or extension class in order to enhance his or her job, and that his department will pay all or part of the tuition if funds are available] is a right that all employees have; and supervisors are well advised to help them exercise this right—but of course not to cripple the activity of the department by allowing all employees to be out for one class or another at once.

Of course, if we don't have funds for programs, there's little one can do. But we still have to think about the goals and set priorities, and it seems that departments are starting to pay attention to Affirmative Action in spite of the fact that they don't have money.

Affirmative Action is something everyone can do.

Information is available, even though we have had a problem communicating it, and we have the Forum Series. It would be a cop-out for the supervisor to say, "I would have done something but I didn't know about it."

We are also proposing an Affirmative Action column in *The Campus Bulletin* on a regular basis . . . about what's going on in Affirmative Action, to report progress or the lack of it.

With HEW now making their demands on educational institutions throughout the country, Affirmative Action programs are going to receive high priority in terms of grants.

DC: How can a supervisor be evaluated in terms of what he or she has learned about Affirmative Action?

DAVE: Maybe supervisors can be evaluated and rated by their employees, just as the professors are rated by their students. I'm a supervisor, and I'm in favor of that.

WHAT JEAN BORN SAYS ABOUT THE AFFIRMATIVE ACTION FORUMS

DC: How did the Forum Series come about?

JEAN: Well, it started because of the Kent State and Jackson State crises, and the Cambodian crisis, when campuses across the country shut down, and our campus held convocations. The Black Caucus had its educational convocations, and out of that came the campus committees which included the Committee to End Racism on Campus.

We went through the whole process of working with Dr. Cobbs' group [Racial Confrontation Project], and we were still asking ourselves what we could do; we couldn't just walk into a department and say, "You're not implementing affirmative action."

We decided to do something more low-key than encounters. (Some people couldn't tie up a whole weekend for a confrontation session; others who wanted to be there found scheduling difficult; and others didn't want to participate at all.) We had to find something that would help employees, especially administrative assistants and office managers who have to implement training and guidance. We came up with the Forum Series, not to "encounter," but to discuss the issues and help spread the word about affirmative action.

We had Dr. Cobbs' total support and help.

We organized ourselves, sent out an invitation to administrative assistants, and the first Forum Series began: eight two-hour meetings, each with a panel to discuss certain topics. We talked about various phases of affirmative action, such as how it related to recruitment, career development, upgrading, how it related to having to fire someone, or what one could do short of firing . . . we planned one session to deal with the role of women . . . We gave the meetings titles based on some of the stereotype phrases one hears, such as: "I Worked Hard for What I Got," "What's in It for Me," "Must I Hire Him Even Though He's Not Qualified," or "I Can't Fire Him Because He's Black," and we ended it with "Where Do We Go from Here," which was really an exciting session.

DC: Who were the panelists?

JEAN: People involved with affirmative action on various levels and ethnic backgrounds. We usually had someone from Dr. Cobbs' staff.

Dr. Vandervoort was also a panelist, and other administrators and faculty joined in.

For the first series, we had over 80 people respond to our invitation. We could only accept 25 or 30, so the others asked to be put on a waiting list for the second series. A second series depended upon the evaluation of the first by panelists and participants. And the response was totally positive. Of course there were good criticisms and negative criticisms, but the consensus was that the series was a good thing and that it should continue.

We are now proposing that funds be made available for Dr. Cobbs and his staff at Pacific Psychotherapy Associates to train qualified people to lead discussion groups on campus so that we can continue the Forum Series.

For the second series, we included panelists who were participants of the first series. All had a great deal to share.

One departmental administrative assistant went back to her department chairman and encouraged him to get an affirmative action committee started there; a tangible consequence is that they will include in all of their grant proposals from now on a request for certain monies to be used for training and upgrading lab assistants and technicians. It's just one positive step. We hope others will follow.

As Dave was telling you, this will be extremely favorable with HEW.

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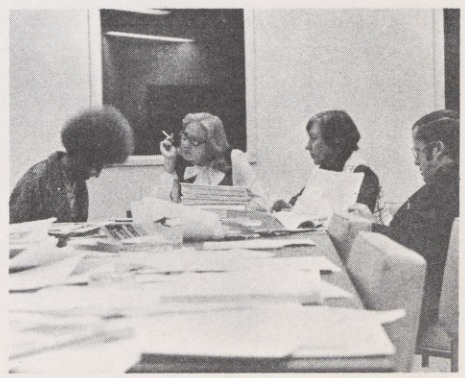


(l-r) Gloria Maynor, Jean Born, Pat Diridoni and Dave Batcho plan the second Forum Series.

DC: In what other ways did the series "turn on" the participants?

JEAN: One of the bonuses was that administrative assistants began talking to their counterparts in other departments; and lab technicians were talking to their counterparts in other laboratories—discovering that each had similar problems and ideas to share with one another. This definitely opened a brand new line of communication between some departments. One of the things lab technicians talked about was that maybe you don't need a college degree to do a particular job . . .

Through their own grapevines, Forum Series participants opened a whole new area of thought in affirmative action . . . and this is what it's all about.

The Series is still an experimental kind of thing, and we're looking for new ways of communicating all the time.

So far, the Series proved that people getting their heads together, sharing ideas on "how do we move, how do we change or grow, how do we help our department grow and benefit" is a positive, healthy step.

Marybeth Monti talks about the School of Dentistry as Jim Harvey (Nursing) and Delmar Booker (Personnel) listen.

WHERE DO WE GO FROM HERE?

. . . The final meeting of the second Affirmative Action Forum Series asked that question.

One supervisor of nine employees said, "We have job orders in; we've hired an oriental woman and a man for a traditionally female role."

Alexandra Hrenoff from Millberry Union added, "I was hoping to learn in these meetings how to attract more minorities as applicants. I would like to set up a program to hire part-time workers [students, minorities]. I want to give a special program in Senior Life Saving and encourage minorities to apply."

Freeman Bradley, second from right, answers another participant.

Edison Uno, Assistant Dean of Students, stated, "members of minority groups should keep in mind the organizations that represent them: Black Caucus, LACU, Asian Health Caucus, CSEA, and so on, for advice and assistance." He added, "The nitty-gritty task of knocking on doors, letting supervisors know that affirmative action is necessary, is an important task. Personnel should remember to contact outside ethnic groups as well to inform members of those communities of jobs: the minority media, churches, community organizations."

Marybeth Monti, from the School of Dentistry offered, "You know, we think some jobs are so specialized that we can't lose an employee to another department, and we don't want her to transfer. Well, we had an example of one young woman who transferred from the School of Medicine to ours, and she's doing a great job without training. And they found someone to replace her without a problem. I can't understand why they held her back so long from transferring to where she wanted to be."

Then she asked, "How justified am I in asking a supervisor to keep a job order open longer until more minorities apply?"

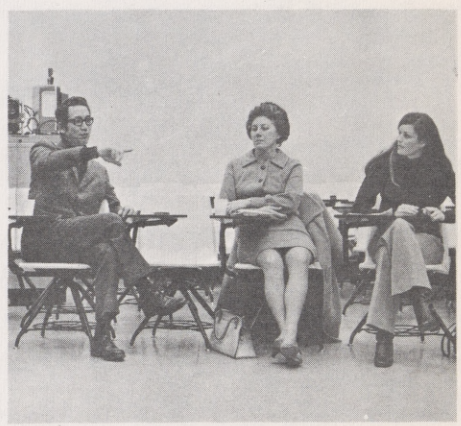
Jean Born answered her by saying, "Another question to ask is perhaps, 'Are the requirements too strict? Are supervisors covertly keeping minority people out'?"

Ed Uno: "There's the experience of the oriental cop who was one-half inch under the required height . . . we stretched him a bit, made lots of noise to get him into training, and he passed 18th in a class of 80. And he's bilingual. How artificial are the standards we set for job qualifications? Height, typing speed . . . why 87 words per minute and not 75?"

Someone proposed a change in personnel policy to say that a person could not be hired before the Affirmative Action Division interviews the applicant and closes those loophones that allow outside, non-personnel hiring.

Freeman Bradley, chairman of the Black Caucus, commented that the Caucus has attempted to close these loopholes.

He went on, "What should we *not* do? As Caucus chairman, I get many odd calls by a lot of people who are bitten by the affirmative action bug. My suggestion to those who tend to go overboard is, don't *just* hire a minority person; hire him either because he's qualified or qualifiable. Don't impose super-qualifications on a person, if he's in training. No matter how well qualified he is, no person will produce while being trained. Let him get his feet wet."



Edison Uno, left, carries on the discussion.

Where do we go from here? The consensus of the participants was to continue the forum series, to improve communication of Affirmative Action goals to the campus. Participants agreed: "We would like to hear or read what departments are doing in their own areas about affirmative action." (Contact Jean Born, personnel, extension 2786.)

BARBARA WILSON BELIEVES IN ACTION

Dean Jere Goyan stops to see how it's going.

Barbara Wilson and trainee Pat Brown check the supplies for Pharmacy.

Barbara Wilson, secretary in the Dean's Office, School of Pharmacy, has an affirmative action program which is a program and NOT a committee.

Barbara's idea came about last year when the Laundry had to terminate people. She thought about providing a job for someone; the only qualifications were interest and desire to learn and advance.

She went to her supervisor, Eugene Sacks, and they talked about the possibilities. With Dean Jere Goyan's approval, they went to John Maher in Personnel for guidance.

Barbara's idea was to bring someone into Pharmacy who wanted to get out of his or her own department—somebody completely "green"—and train for a new job.

Patricia Brown, 21, employed in the UCSF Laundry for two years, showed interest in becoming a secretary; hers had been a dead-end job.

Nine months ago, Pat was hired by Barbara and began to rotate through various divisions of the Dean's Office. But this plan proved to be a poor one. Pat wasn't learning the kinds of things she had hoped to; there was no challenge. Then she was placed in *one* spot and began to learn the ropes of a secretarial position.

Barbara trained Pat in all office procedures. Pat also enrolled in Healds Business College to further her new career.

Barbara Wilson was one of the first people on campus to start such a program —"I wanted to take a person with no experience and help her get ahead."

Now, Pat has all the training that Barbara can give her. "She's now ready to leave the School of Pharmacy and compete for a job elsewhere," said Barbara.

"I have asked John Maher about starting an advanced training program and to get another department to take Pat over as an advanced trainee. Moving a trainee on to another job and hiring another unskilled person to be trained will keep this program from becoming stagnant," she added.

"Other departments haven't shown much interest," said Barbara, "including other divisions within our School for a number of reasons; two of them are *budget* and *time*.

"But with something like affirmative action, you just have to draw the line at those obstacles and go ahead and do it. I'm against committees and having meetings. They don't accomplish much. We had a committee; it met once and nothing ever happened. I'm for just trying to implement the program. I've never done anything like this before and I made some mistakes, but it was a rich experience for me as well as for Pat."

The entire staff of the Dean's Office was cooperative. Fiscal and stockroom people helped Pat, answered her questions and filled her in on what was going on within the office.

Pat Brown is ready to move on to another job. Her interest in clerical and secretarial work is very keen and Barbara "can see her fitting in any department on this campus."

Pat handles the phones, receptionist's desk, types letters, exams, short reports, runs the Xerox room and keeps supply records. "And she channels telephone calls extremely well," commented Barbara.

"As soon as Pat finds a position," Barbara continued, "this training position will be open to another unskilled person."

Long-range job goals were worked out by Barbara and Maher. "If this program goes on for two or three years," they said, "much good will come out of it."

In the Dean's Office, School of Pharmacy, there are no committees. There are only "doers."

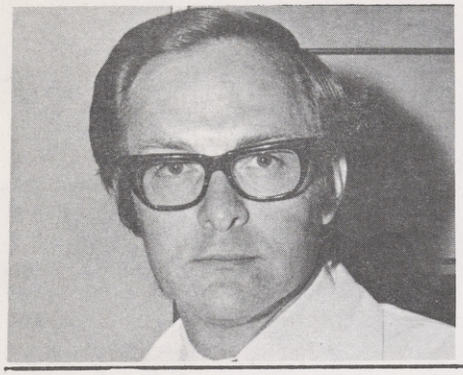
(*Supervisors interested in implementing a similar training program are encouraged to call Barbara Wilson, extension 1225, or John Maher, Personnel, extension 2898; they'll be happy to talk with you about the success of their program.)

DEPARTMENTS' PROGRAMS MANY, VARIED

Donald Bartlow, Assistant Administrator for Hospitals and Clinics, has implemented affirmative action programs in Central Supply, EKG, Housekeeping and so on.

He's encouraged the hiring of female custodians, with equal pay, and a technician to make a horizontal transfer to EKG because of the career development possibilities. There is now a woman supervisor in CSR; an on-the-job training program has been developed for veterans; more student-work programs; and a volunteer worker has been hired because of his unusual skills.

Other affirmative action programs (and coordinators) are: Nursing Service (LVN upgrading and promotion); Medical Records (Vera Pyle, Evelyn Martin and Lillian Garb teach Medical Transcription course); Biochemistry (Jennifer Presley); School of Dentistry (Maribeth Monti); Vice Chancellor Erickson's office (Thena Trygstaad); Outpatient Department (PEP program); Radiology (Nat Rutherford and Joyce Morais; Social Service; Hooper Foundation (PEP); Millberry Union (Robert Alexander and Jim Barrett); and the Dean's Office, School of Medicine (Joanne Lewis, Frank Dorsey).



THE CHANCELLOR'S YOUTH PROGRAM

Once again, hiring of youths as well as UCSF medical students in need of work is underway.

High school students come from a number of local agencies—Neighborhood Youth Corps, YMCA, as well as their own high school employment offices.

Summer youth workers are given employee orientation by the Personnel Office when they are hired; Personnel has also planned a job-enrichment program of campus tours, films, panel discussions on career opportunities, and a social event toward the end of the summer.

Funds for the summer positions are paid entirely by the individual departments except for youths hired on the NYC Program; then the department pays a supplemental salary.

Department chairmen or supervisors who have not already made arrangements to hire a summer youth worker are encouraged to do so by Chancellor Lee.

Job orders are available from the Personnel Office (Mrs. Kazue Nakahara, extension 1150 or Mrs. Jackie Schilling, extension 4486). Roland Joseph has been assigned as Youth Counselor. He will be available to assist the youths and the departments with any questions or problems. Mr. Joseph will also distribute the youth paychecks and assist departments with time records.

Program coordinator is Jean Born, extension 2786, Personnel Department.

TEACHING AWARD PRESENTED

The 1972 Distinction in Teaching Award has gone to Martin David Shetlar, Ph.D., Assistant Professor of Chemistry and Pharmaceutical Chemistry, it was announced by the UCSF Academic Senate.

This award is presented each year to a faculty member of the San Francisco campus who has had less than five years' service.

Malcolm D. Jendresen, Associate Professor of Biomaterials Science, School of Dentistry, and Lawrence W. Way, M.D., Assistant Professor of Surgery, were awarded the Honorable Mention.

The awards were presented on June 10 at Commencement.

NEWSLETTER BOWS

Have you seen *Nursing Research News*, the new publication of the School of Nursing?

If not, you should. It keeps you informed of all the activities within the School of both faculty and students; grant and scholarship information and more.

If you would like to receive a copy regularly, or if you have news items, call Ken Meissner at extension 4596, School of Nursing.

DR. FEATHERSTONE HOSTS PHARMACISTS

The Fifth International Congress of Pharmacology will be held in San Francisco July 23 - 28 and will be hosted by the American Society for Pharmacology and Experimental Therapeutics, and by UCSF.

Robert M. Featherstone, Ph.D., Chairman of the Department of Pharmacology, is President of the Congress.

Some 4,000 scientists and their families are expected to attend from 47 countries. The Hilton Hotel will be the official headquarters with auxiliary meeting rooms at the Sheraton-Palace Hotel.

The theme of this year's Congress is "Pharmacology and the Future of Man."

This is the first time that the International Congress on Pharmacology will meet in the United States. Previous meetings were held at three-year intervals in Stockholm, Prague, Sao Paolo and Basel.

For additional information, contact Dr. Featherstone, Department of Pharmacology, UCSF, 666-1951.

Martin D. Shetlar, Ph.D., (upper left) received the Distinction in Teaching award. Lawrence W. Way, M.D., (middle left) and Malcolm D. Jendresen (above) had honorable mentions.

DR. COMROE ON HEART PANEL

Julius H. Comroe, Jr., M.D., Director of the Cardiovascular Research Institute at UCSF, has. been appointed to the Presidential Panel on Heart Disease.

Dr. Comroe, also Professor of Physiology, along with fellow panel members, is being asked by President Nixon to study the prevalence and meance of heart disease and what can be done about the problem.

Among the 18 members of the panel are Dr. S. Gilbert Blount, Jr., University of Colorado Medical Center; Dr. Nancy Flowers, Medical College of Georgia; and Dr. Eliot Corday, UCLA. Dr. John S. Millis, President and Director of the National Fund for Medical Education, heads the panel.

Dr. Comroe was born in York, Pennsylvania and received his M.D. from the University of Pennsylvania in 1934. He is the recipient of many honors and awards in medicine and research and is the author of numerous articles on cardiovascular disease. He is a member of numerous professional societies, including the National Academy of Sciences, and is a member of nearly a dozen editorial boards of professional journals. He has been a member of distinguished advisory committees, including the President's Commission on Heart Disease and Cancer in 1961.

Dr. Comroe has been Director of CVRI since 1957.

CELL REPAIR FAILURE —CANCER LINK?

By Joan Spiegelhalter

In his biochemical study of a rare skin disease known as Xeroderma Pigmentosum, Dr. James E. Cleaver of the Radiobiology Laboratory is helping to untie some of the knots in the mystery of cancer.

Since 1953, when the central dogma of DNA was proposed (that the basic hereditary information of life is contained in dioxyribonucleic acid and is transmitted by ribonucleic acid into proteins or enzymes), researchers have made impressive strides in determining how cells and molecules repair themselves. Dr. Cleaver has discovered that persons with Xeroderma lack, or are defective in, an enzyme that repairs DNA when their skin is exposed to ordinary sunlight. Consequently they develop multiple skin cancers, sometimes as early as in infancy; often they die young.

Xeroderma provides a valuable model for other cancer research leads because it demonstrates that both heredity and environment are necessary for some forms of cancer to develop. Persons afflicted with Xeroderma have inherited autosomal recessive genes (each parent carries the gene) and the ultraviolet rays of the sun provide the lethal environmental factor. If, however, such persons could live their lives in a dungeon where sunlight could not penetrate, they would be much less likely to develop skin cancers.

Ordinarily, the melanin in skin pigment protects most people from skin damage caused from sun exposure and the incidence of skin cancer in darkly pigmented people is extremely low. However, exceptionally fair-complexioned people should be wary of the sun, for skin damage is cumulative and they might develop skin cancers when at or past middle age.

Because Xeroderma is an extremely rare disease, Dr. Cleaver says his research owes its progress to the cooperation of dermatologists throughout the world who have located patients and provided him with biopsies for study. "Xeroderma is, so far, a unique disease," says Dr. Cleaver, "because of its association between defective DNA repair and carcinogenesis.

"But to attribute all carcinogenesis to failures in repair is false, for actually malignant cells *can* repair their DNA. The connection between repair and carcinogenesis, therefore, is a subtle one, one which is yet unknown. But whatever the explanation may be, the elucidation of the connection may provide valuable clues to understanding at least some forms of carcinogenesis."

Dr. Cleaver, Associate Professor of Radiology, received his Ph.D. degree from the University of Cambridge. Before his appointment at UCSF, he was a Research Fellow in Neurosurgery at Massachusetts General Hospital, Boston, and a Research Fellow in Surgery at Harvard Medical School. In January he was invited to speak at the National Institutes of Health in Bethesda, Md., on current research in oncology, and in April he lectured at the annual meeting of the Society of Investigative Dermatology. His research is supported by the Atomic Energy Commission.

SYMPOSIUM OF CANCER REGISTRARS

Cancer registries have received increasing attention during the last few years.

At UCSF, the General Tumor Registry, headed by Dr. Calvin Zippin, Professor of Epidemiology, has provided a training program in registry methodology—the only one of its kind in the U.S. Trainees are accepted from all over the world for intensive study, and leave UCSF competent to set up registries in their own medical centers or hospitals.

Dr. Zippin and his staff, by means of contracts from Regional Medical Programs and support from the American College of Surgeons, have also traveled to other areas within the United States to present intensive workshop programs on setting up cancer registries.

In March, Dr. Zippin and his staff planned and presented a highly successful two-week Cancer Registry Symposium at the Hilton Hotel here. Three hundred physicians, administrators, public health officials, registry personnel and nurses attended, from more than 40 states, Canada, South America and Australia.

The Symposium's major goal was to share ideas and discuss current trends, as well as to provide instruction in registry methodology. In addition, one day was devoted to the First National Meeting of Tumor Registrars.

The role of the Cancer Registry Programs was discussed by David A. Wood, M.D., Director of Cancer Research Institute at UCSF, and by Dr. Zippin; Drs. Lewis Guiss (USC), Andrew Mayer (American College of Surgeons), Eugene Miller (California Medical Association), and Antolin Raventos (Professor and Chairman of Radiology at UC Davis).

Sessions included such diverse topics as Basic Goals for Cancer Registry Programs, Statistical and Epidemiologic Methodology, Trends in Staging and Disease Classification, and The Role of the Computer in Today's Registry.

Medical lectures were presented by a distinguished faculty on such topics as Histology and Classification of Brain Tumors; Surgical Techniques in Cancer; Diagnosis, Staging and Treatment of Lymphomas; Radioisotopes and Nuclear Medicine; and Clinical Pathology.

Visiting faculty included: Dr. Guy F. Robbins of Memorial Hospital for Cancer, New York; Dr. Ben Hankey, from National Cancer Institute; Dr. Brian E. Henderson of USC's Cancer Surveillance Program; Dr. Alfred Sellers of the Ontario (Canada) Cancer and Research Foundation; Willard Webber of the American College of Surgeons; Dr. Charles Smart of the University of Utah School of Medicine; Abraham Ringel of Regional Medical Programs Service, Rockville, Maryland; George Linden, California Department of Public Health.

In addition to Drs. Zippin and Wood, UCSF faculty included Drs. David Alberts, Roy Deffebach, Allen Dekelboum, Alfred de Lorimer, John Dunn, Alison Evans, Maurice Galante, Ronald R. Henley, John Mantos, Joseph McCracken, Thomas Meyler, Ralph Paffenbarger, Nicholas L. Petrakis, and Theodore Phillips; and Robert A. Derzon, Director of Hospitals and Clinics.

Dr. Zippin's Registry staff includes Carolyn Astrup, training coordinator; Diana Lum, senior statistician; William Harp, coordinator of data retrieval system; Shelley Karp, statistician; Mary Kruse, chief abstractor, Sandy Agafuroff, statistician; Gail Burson, follow-up unit; Bonnie Burney, registry secretary; and Lee Ramsey, secretary to data retrieval system.

Acknowledgement for planning and carrying out the Symposium should be given to two former members of the staff, Mrs. Ruth Pavel, currently of the Louisiana State Health Department, and Miss Cindi Creech, now with the American College of Surgeons.

The Symposium was free of charge to all participants, and was presented by the Tumor Registry Training Program, Cancer Research Institute, UCSF, supported by Contract No. HSM 110 - 70 - 350 with the Regional Medical Programs Service, Rockville, Maryland, The Symposium was also supported and co-sponsored by the California Tumor Registry, State of California Department of Public Health; the California Medical Association; the American College of Surgeons; the California Division of the American Cancer Society; California Committee on Regional Medical Programs; and Area I, California RMP.

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BULLETIN BRIEFS

William R. Henderson, UCSF student in the School of Medicine, won honorable mention, 1972 SAMA-UTMB National Student Research Forum, Mead Johnson Award

★ ★ ★

In that same competition, *Loren Pickard,* graduate student and editor of *Synapse,* won third place for his research paper.

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David M. Tully-Smith, Ph.D., has received a $1,000 traineeship grant in clinical pharmacology from the Pharmaceutical Manufacturers Association Foundation, for a three-month period to be conducted between June 1972 and June 1973. *Dr. Tully-Smith* was among twenty-one students in the U.S. to receive the grant.

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Ian W. Monie, M.D., has been awarded an M.D. degree with Commendation from the University of Glasgow, Scotland, his alma mater. The highly honored degree was bestowed recently when *Dr. Monie* presented his thesis, "Observations on Normal and Abnormal Development in Rat and Man."

★ ★ ★

Orville F. Grimes, M.D., Associate Professor of Surgery, has been appointed Governor of the American College of Chest Physicians for Northern California. He succeeds *Francis J. Curry, M.D.,* who was elected Regent of the ACCP.

★ ★ ★

David J. Sanchez, Jr., Ph.D., Assistant Professor in Ambulatory and Community Medicine, was elected President of the San Francisco Board of Education.

★ ★ ★

Frank N. Turner, M.D., has been awarded a $9,000 postdoctoral fellowship in pulmonary diseases by the SF Tuberculosis and Health Association, to begin a year of intensive study and training in chest medicine at UCSF in July.

★ ★ ★

Marilyn Flood, Assistant Clinical Professor in the Graduate Medical-Surgical Nursing Program, has been elected to the Board of Directors of the SF TB and Health Association. Also a director of the association's local Christmas Seal agency is *Carlyn Halde, M.D.,* Department of Microbiology.

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Susan Hunn, senior nursing student, has been awarded a New York Urban Fellowship for 1972-73.

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Ernest W. Page, Professor and Chairman of Obstetrics and Gynecology, has been selected by the Royal College of Obstetricians and Gynaecologists to deliver the Green-Armytage Anglo-American Lecture in London. One American specialist is selected by the Royal College every two years.

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The following UCSF physicians have been elected to membership of the Association of American Physicians: *Jay A. Nadel, M.D.,* Professor of Medicine and Radiology; *John F. Murray, M.D.,* Professor of Medicine (SFGH); *John W. Severinghaus, M.D.,* Professor of Anesthesia; *Melvin M. Grumbach, M.D.,* Professor and Chairman, Pediatrics; and *Hibbard E. Williams, M.D.,* Associate Professor of Medicine.

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Carol Hardgrove, M.D., Ann Ravara, R.N., and *Mary Tesler, R.N., M.S.,* presented a "Care through Parent" panel at the Seventh Annual Conference of the American Association for Child Care in Hospitals.

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Anna Shannon, Assistant Professor of Nursing, was keynote speaker at the Fifth Annual Nurse Scientist Conference at the University of Colorado in late April.

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Charles E. Becker, M.D., Instructor of Medicine in Residence, and *Collin Quock, M.D.,* Clinical Instructor of Medicine, have been elected new Fellows of the American College of Physicians.

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Martin Apple, Ph.D., has been elected the 1972 chairman of the Park-South schools council (Zone VII).

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J. Michael Bishop, M.D., Associate Professor of Microbiology, has accepted an appointment on the Virology Study Section, NIH, from January 1972 through December 1976.

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Joel W. Goodman, M.D., Professor of Microbiology, has accepted an appointment on the Allergy and Immunology Study Section, NIH, from July 1, 1972 through June 30, 1976.

DRS. CRAIG, KUMLER IN APhA ACADEMY

Dr. John C. Craig, Professor of Pharmaceutical Chemistry, and Dr. Warren D. Kumler, Associate Dean, School of Pharmacy, have been elected Fellows of the APhA Academy of Pharmaceutical Sciences.

In addition to his being elected to fellowship, Dr. Kumler has also been elected a life member of the New York Academy of Science.

COUNSEL AT LEGAL HEALTH CLINIC

The Legal Health Clinic, located at 1486 Fifth Avenue, is open on Tuesdays, Wednesdays and Thursdays from 10 a.m. until Noon, and from 2 to 4 p.m.

Established at the beginning of this year by Hastings College of Law, the clinic serves primarily to counsel people who have medical-legal problems. The clinic is staffed by third-year students from Hastings under the supervision of Professor of Law James R. Nielsen, Director of the Clinic. Legal counseling will be provided pursuant to Rules of the State Bar of California.

Problems of special interest are indigent eligibility for financial aid for health care, patients' rights, benefits of insurance contracts and so on.

The telephone of the clinic is 666-1341.

UCSF DOCTORS IN MODERN MEDICINE

Four UCSF dermatologists were among 11 distinguished physicians selected by *Modern Medicine* as contributors to a special "Symposium on Dermatology" in the journal's April 17 issue.

They are Dr. Rees B. Rees, Clinical Professor (article on psoriasis); Dr. John H. Epstein, Clinical Professor (cutaneous precancer and cancer); Dr. Howard I. Maibach, Associate Professor and Acting Vice-Chairman, and Dr. Robert D. Hutton, Chief Resident (bacterial infections of the skin).

Both Dr. Rees and Dr. Epstein received their M.D. degrees from UCSF (1940 and 1952 respectively). Dr. Maibach is a 1955 graduate of Tulane University School of Medicine; and Dr. Hutton received his medical degree in 1963 from Washington University.

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(DI)STAFFERS DO WELL IN BAY-TO-BREAKERS RACE

Irene Rudolph, Technician in Cellular Pathology, Dr. Joan Ullyot, post-doctoral fellow, Dr. Elisabeth McSherry, Clinical Instructor in Pediatrics, and Gail Gustafson, Technician in Metabolic Research, ran the course at the Sixth Dolphin-South End Rowing Club Bay-to-Breakers race last month, and came in within minutes of one another.

Irene Rudolph finished in 56 minutes, 30 seconds, only 12 minutes slower than the winning time of Vic Carey and William Kelly of 43:45, a dead heat.

The 7.8-mile race began at the San Francisco Embarcadero and finished at the Cliff House.

Congratulations to four pretty brave ladies. (Also in the race was blind runner, Harry Cordello, who came in 60th among 200 starters at 54:30, two minutes faster than Irene Rudolph.)

WIVES RAISE OVER $2300

Faculty, staff and friends of UCSF have donated $2360 to the 1971-72 Phantom Fund drive. A direct appeal was made for contributions to the Student Loan Fund, established by the UCSF Faculty Wives Association. A check was presented to the Office of the Chancellor at the Faculty Wives' annual membership luncheon in May.

Donors include:

Dr. and Mrs. John E. Adams
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Dr. and Mrs. John Alden
Dr. Ranier G. Arnhold
Dr. Philip H. Arnot
Dr. and Mrs. Kirklin Ashley

Dr. and Mrs. Joseph C. Barbaccia
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